

# **Welcome to the January 2007 edition of the HRS e-newsletter – *The HRedge*.**

## **This edition's contents:**

Welcome to new clients... New United Way program...Governor wants to 'fix' healthcare in PA...FMLA and Adoption of a child... 2007 Staffing trends...PA law and Social Security...Consultant contact list

Please feel free to talk to any of our consultants for clarification of any information provided and visit our website for details about HRS at <http://www.hrstndassociates.com/>

## **HRS has the best clients, and these organizations have recently joined the list...**

**Pottsville Emergency Medical Services  
Donald Borkey Painting and Paperhanging  
AAA East Penn  
Century 21 Advance Realty  
Mass Construction  
Precision Medical, Inc.  
Edward J. Kuhn Funeral Home, Inc.  
Ondra-Huyett Associates, Inc.  
Reynolds Construction Management, Inc.  
Benchmark Analytical  
Empire Beef Co., Inc.  
Fuel Injection, Inc.  
Anchor Machine, Inc.  
Muhlenberg Township, PA  
Cambridge-Lee, LLC  
Bellco Federal Credit Union**

## **HRS begins free HR Service to Berks United Way Agencies**

HRS has partnered with the Berks County United Way to deliver a program of HR consultation and support to the participating agencies in Berks County. Karen A. Rightmire, Executive Director of the United Way of Berks County, notified the member agencies recently that HRS/TND Associates, Inc. will begin to offer free human resources support and services in 2007.

The HR Support Plan provides a touchstone to professional assistance on any HR or benefit matter, and is being offered by HRS/TND Associates to the UW agencies as a free community service. HRS consultants have contacted all the Berks agencies in January and have had outstanding response to the program.

**The HR Support Plan provides round the clock access to an HRS consultant, various administrative services, free seminars and other services every organization needs to maintain compliance and state of the art HR practices.**

**“We are pleased to work this closely with the United Way of Berks County’, said Thomas N. Dondore, SPHR, the firm’s founder and president. “Our consultants are members of the Berks community; many are volunteers to United Way agencies; and we feel very strongly about sharing our expertise in a way that allows us to ‘give back to our community’.” Dondore added, “It is the company’s intention to expand this service to other United Way groups in the other geographies we serve in Pennsylvania, Maryland, Delaware and New Jersey.”**

**We encourage United Way offices to [contact us](#) to learn more about the program and how member agencies can access these professional services.**

## **Rendell proposes a FIX to PA healthcare**

**Gov. Edward Rendell, offered his “Prescription for Pennsylvania,” a plan to increase access to affordable health care coverage for all Pennsylvanians. Rendell is attempting to solve the issue of over three quarters of a million Pennsylvanians who are without health insurance coverage.**

**The plan creates Cover All Pennsylvanians (CAP) to offer affordable basic health coverage to small businesses and the uninsured through the private insurance market.**

**Businesses may participate in CAP if:**

- **They have not offered health care for their employees in the past six months.**
- **They have fewer than 50 employees.**

**Businesses that choose to join the program will pay approximately \$130 per employee per month, and their employees will pay on a sliding scale, ranging from \$10 to \$70, depending on income.**

**All uninsured Pennsylvanians will be able to purchase affordable health insurance through CAP, regardless of the size of their employers. Every uninsured adult who earns more than 300 percent of the federal poverty level can participate in CAP by paying the full cost of the premium, which will be approximately \$280 per month. Uninsured adults who earn less than 300 percent of the federal poverty level and employees of small businesses whose average wages are lower than the Pennsylvania average (\$39,000) will get help paying CAP premiums through discounts and subsidies.**

**What is unsaid is that there will be some kind of business assessment to pay for the program – amount not mentioned; and also not clear is the exact coverage design that will be offered. Rendell targets January 2008 for plan to begin.**

## **Employers may require certification for FMLA adoption leave**

**Q. Is any kind of certification required when an employee requests FMLA leave to adopt a child?**

A. The Family and Medical Leave Act (FMLA) does not specifically require an employee to provide certification when asking for leave to adopt a child. However, nothing in the act precludes an employer from requiring an employee to provide some type of certification when requesting FMLA leave for adoption, and many employers do require such certification.

HRS has recently acquired new software and now our FMLA administration Program is more affordable than ever. We have reorganized the processes we use to do our FMLA work and fees have been reduced as much as 200% thanks to technology and the slick work of our Administrator, Bob Werkheiser. [Contact us about taking this miserable administrative monkey off your back for pennies per employee.](#)

The Labor Department estimates 76.1 million workers were eligible for FMLA leave in 2005 and that 6.1 million took leave under the law, with 1.5 million of them using it intermittently. Why should you waste all your time counting this stuff – let HRS do it!

## **Staffing leaders predict for 2007**

American Staffing Association leaders view 2007 as a year of increased demand for recruiting services. Here are some broad trends to watch:

- **Expect more temp positions—especially for professionals.** Staffing Industry Analysts project that the fastest growing area in temporary labor this year will be lawyers and litigation support, followed by temporary physicians.
  - **Reconsider recruitment process outsourcing (RPO).** This is a fancy name for outsourcing some part, not all, of an organization's recruiting activities. HR Outsourcers like HRS are expert at working with an organization to define the recruiting partnership that best fits an organization's needs. [Contact Tom for more information on RPO.](#)
  - **Look for more employment branding.** Creating and capitalizing on a distinct company reputation will lead to positioning the organization as the "Employer of choice" in a particular niche, be it community, industry, or service arena.
- New Technologies

The gurus are not predicting anything especially earth shattering, but there will be some new stuff out there.

- **Anticipate more specialized job sites.** Niche or specialty sites such as AllRetailJobs.com and Dice.com will fare better than more general sites.
- **Find new ways to recruit passive candidates.** A recent SHRM Survey proclaimed that 85% of employed individuals were also seeking a new job. Finding the employed candidates will be a challenge. One option: amassing an extensive database of candidates, with detailed profiles for each individual.

Optimism might pervade the recruiting and staffing world, but that's not to say that the industry doesn't face some pressing issues in 2007:

- **Coping with changing demographics.** A major demographic shift is under way: the retirement of the baby boomers. The first wave of boomers turn 61 this year and will be hard to replace. Health care, government, engineering

and aerospace are among the industries that employ high percentages of older workers and will be affected by this shift.

- **Taking a global approach.** An example cites American companies that have hired radiologists in Australia and India to read X-rays overnight, producing faster results than their colleagues at home.

- **Finding top-notch candidates.** Measuring the quality of candidates will remain the fundamental challenge of recruiting in 2007

HRS has presented its seminar "Gold Medal Staffing" recently in Hamburg and in Bethlehem. If you want more information on this outstanding program detailing how to contend with the future staffing difficulties, [contact Mike S.](#)

## **Did you know this about Pennsylvania law?**

### **All about Social security numbers...**

1. Limits collection of Social Security numbers on State and local government forms.
2. Prohibits health insurers from using social security numbers as ID.
3. Provides an alternative for persons applying for or renewing a professional license or certification, occupational license or certification or recreational license.
4. Does not apply to forms for driver licensing and non-driver identification.

To contact us click on the name....

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